

United States Department of Agriculture



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NEW MEXICO BULLETIN NO. 360-7-06

SUBJECT: PER – EMPLOYMENT - HUMAN CAPITAL STRATEGIC PLAN

TO: All Employees

Purpose. To provide information regarding the Human Capital Strategic Plan.

Expiration date. September 30, 2007.

Over the next five years, half of all federal employees will be eligible to retire. This poses a huge challenge to our agency in building and maintaining an outstanding and diverse workforce. Last week, NRCS unveiled the Human Capital Strategic Plan. Just as the NRCS Strategic Plan sets the direction for our agency and describes our long-term goals and strategies, the Human Capital Strategic Plan provides direction for the management of our workforce.

Hard copies of the Human Capital Strategic Plan are being distributed to all employees this week. The plan will guide us as we continue to attract new employees, retain experienced employees, and maintain our agency's reputation as the employer of choice. The Human Capital Strategic Plan is a companion to the NRCS Strategic Plan and will be a helpful tool in fulfilling our mission of "Helping People Help the Land."

I have asked Rosabeth Garcia-Sais, State Administrative Officer, to develop a state-wide Human Capital Plan for New Mexico. If you are interested in participating in this process, please obtain supervisory approval and forward your name to Rosabeth at rosabeth.garciasais@nm.usda.gov.

/s/

DENNIS L. ALEXANDER
State Conservationist

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